App.F.IX-4]

1925 6

File No. 7-25

Previous References. (P. 48

Serial Nos. 1-4

G.O. No. 1989-93/C.B. 196-20-11
dated 6.10.21

(15)

GENERAL AND REVENUE SECRETARIAT.

~~Serial Nos.~~

Part B for December 1925

SUBJECT

Development of the hour account system of piece work.

To The Supdt Govt Printing
The Comptroller to Govt

G. No. 3602-3 dated 19.11.25
Sanctions the proposals of the Supdt
made in Sl 1 above

GENERAL AND REVENUE SECRETARIAT.

(P+S)

NOTES.

File No.

FILE HEADING.

Development of the hour account system of piece-work

From

The Supt., Govt. P+S

No. NO 170 Dated 14-7-25 Received 15-7-25

Diary No. 262	Enclos. / Spare Copies.	Serial No. /

BRIEF ABSTRACT OF LETTER.

Requesting that the hour account system of wages may be extended to the machine & binding branches & that 25 more Compositors, 6 machinemen & 6 binders of 15 years service & more may be placed on hourly wages to cope with the increased volume of work

NOTES AND ORDERS.

The internal administration of the Press was thoroughly & minutely gone into by a Committee appointed vide G.O. No. 1795-8/C.B. 196-20-2 dt. 2-4-21. On the recommendations of this Committee, Govt. have vide G.O. No. 1989-93/C.B. 196-20-11 dt. 6th Oct. 21

NOTES—First Sheet.

Serial No.

the Constitution of an hour account branch of 20 selected Senior Compositors & gave direction to split the increase the number to 25 as occasion arises.

2) The paper under disposal while giving statistics as to the work in the Composing branch gives no information as to the special classes of work in the Printing branches which necessitate the employment of hour account men in these branches & what hour account wage is to be given in these cases. This information may perhaps be called for.

3) It may also perhaps be ascertained what the actual wage [highest minimum average] earned by the piece workers Compositors on the account book of the Superintendent of binders of over 15 years service is. This information will enable one to judge whether the transfer to the hour account would be economical.

4) It may also be ascertained whether the purposes of the Cadre may not be met by the Supdt. being authorised to place on hour account, whenever there is absolute necessity, certain number of men (to be a maximum limit to be fixed) temporarily

NOTE.—Contn. Sheet

G.R.S. III-2] WD 2119—GPB—10.000—

No 2

P.W.S. File No. 7 of 1925-26

General and Revenue Secretariat.

Serial No.

for limited periods, ~~instead of making the increase a permanent feature~~ with reference to Epl. works.

5 Subd for orders

To be discussed with Dept

Recd 20.7.25 Subd 21/7

6 His attention is invited to the PWD Composing work is generally done by piecework men - and further work by hour account men.

7 The number hour account men is reported to be insufficient for the quantity of such work that is being rec'd in the Press. It has become nec'y sometimes to put the piecework men to do hour-account work and this has resulted in indifferent work.

8 The Supdt therefore proposes to increase the number of hour-account men in the composing branch from 25 to 50. He proposes also that half a dozen men in the Machine Binding branches may be placed on the hour account System of wages. He proposes to put only experienced men on the list of hour account men

9 No extra cost is involved in

General and Revenue Secretariat.

P & S File No. 7 of 1925

Serial No.

the Arrangement.

2) In the circumstances explained the proposal of the Supdt may be sanctioned — Forwarded

MW 26/8

First Member

7/9/26.8

11) By increasing the No of men employed on the two work system, cannot a corresponding reduction be made in the No of piece workers? If this is not done, will it not be difficult to explain extra cost.

26/8

12/ I think this is what the Supdt proposes 27.8

do. Branch Engineer. MW 28/8

13) Nil

14) Done

MW 3/9

2 To The Supdt, Govt Pty. No. G/528 dt 4.9.25 Enquiring whether according to this proposal, there will be any corresponding reduction in the number of piece workers so as to avoid extra cost.

NOTE—Contn. Sheet

Serial No 3

From the Supdt Govt Ptg.
Letter No. 1241 d/17-10-1925
states that it will not be possible to reduce the number of piecework ers but that there will be a saving of Rs 72/- per mensem by appointing piecework ers on hour accounts as per comparative Statement showing the average earn on piecework & hour account.
15) Submitted with reference to para 11 above.

Mg
4/11

Mg
22/11/25

First Recember)

87/
4.11

14) The proposal of the Govt Sanctioned

Mg
5/11

Mg
7/11.

Subs with a draft—

Mg.
7/11/25

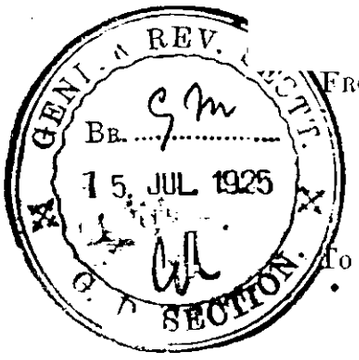
Done
mg
14/11

4 To the Supdt, Govt Ptg & the Comptr to Govt No. G. 3602-3 dt 9.11.1925.
Sanctions the proposals of the Supdt made in Sl. 1 above.

Note—Contn Sheet

OFFICE OF THE SUPERINTENDENT,
GOVERNMENT PRINTING,

Bangalore, dated 14th July 1925.



FROM

B. PUTTAIYA, ESQ., B.A.,
Superintendent, Government Printing,
Bangalore.

G.M.262
PDS 7-25-1

To

B. RAMASWAMAIYA, Esq., B.A., B.L.,
Offg. Chief Secretary to the Government of
His Highness the Maharaja of Mysore,
BANGALORE.

SIR,

I have the honour to state that labour in the Government Press falls under two categories, one admitting payment on the basis of piecework and the other on that of hourly wages. In the composing branch, all work newly received for setting up in type is paid for by piecework at the sanctioned scale of payment but all departmental corrections making up the composed matter into pages, arranging the pages in a fixed order and fixing them in iron frames and similar work which has necessarily to be done after the matter is set up in type and which does not admit, by its very nature, of payment by the piecework system, is paid for by hourly wages at the rate of three annas per hour according to the number of hours a job takes.

There are at present 25 compositors in the Press who are paid hourly wages and 130 who are pieceworkers. But, of late, the volume of hour account work has increased to such an extent that I find it impossible to get all the hour account work executed by the limited number of 25 hour account compositors. The exacting demands made on the Press by the several departments and especially the Budge

the Representative Assembly and the Legislative Council Sections and the increase of bookworks and Journals such as the departmental books of the Education department and the Blue Book and other Journals have made it incumbent upon me to put on all available men on these respective jobs in order to work with great pressure and early and late hours to finish the works in the required time. This is happening so frequently that the need for strengthening the Hour Account Section and minimising piecework men being employed on Hourly wages is being keenly felt every day. The class of work done on hourly wages being of a superior kind, it is desirable to restrict it to experienced men without throwing it open to pieceworkers indiscriminately, as it will necessarily result in poor work and increased expense.

It will be seen from the enclosed statement that hour account work done in the composing branch last year is 40 per cent, on an average, of the work done on piecework during the period. The existing number of 25 hour account compositors, which represents about 19 per cent of the number of piecework compositors who are 130 in number, is not enough to cope with the increased volume of hour account work. The number requires to be increased by at least 21 per cent. If the number is increased to 50 men, which will raise the percentage nearly to the 40 per cent required, I feel sure they will be able to cope with all the hour account work without pieceworkers being deputed for it to such a large extent as now. Similarly, I plead for half a dozen men in each of the machine and binding branches being placed on hour account. There are none at present and the nature of the work in these two branches needs the services of hour account hands. Only experienced and capable men who have put in

15 years of service and over may be placed on Hour Account basis so that these seniors may look forward to these hourly wage appointments as the reward of good and steady work and as stepping stones to the appointments of Foremen.

The step will go a long way towards removing the discontent that at present exists in the minds of many of the senior compositors, machinemen and binders who have put in service ranging from 15 to 20 years but who must continue on a piecework basis on a par with recent recruits. Men with less than 15 years'service will continue on piecework basis only.

No extra cost will be involved in this arrangement, the normal annual grants in the Press Budget for piecework establishment being sufficient for the purpose.

For these reasons, I solicit the favour of early sanction for placing 25 more compositors and 6 machinemen and 6 binders on Hourly wages in the Government Press.

I have the honour to be,
Sir,
Your most obedient servant,

Superintendent,
Government Printing.

D.V.S.

Statement showing the Line Account wages and Hour Account wages disbursed to compositors, during the period September 1924 to May 1925.

Name of the month.	Line account wages.	Hour Account wages.	Total Piecework bill of compositors.	Percentage of Hour account wages to total P.W. bill.
September 1924.	Rs. 1,541-1-6.	1,322-8-6.	2,863-10-0.	46 %
October 1924.	Rs. 1,668-2-0.	847-3-9.	2,515-5-9.	34 %
November 1924.	Rs. 1,487-3-0.	942-13-0.	2,430-0-0.	39 %
December 1924.	Rs. 1,316-8-0.	1,043-2-0.	2,359-10-0.	44 %
January 1925.	Rs. 1,573-5-0.	951-5-0.	2,524-10-0.	38 %
February 1925.	Rs. 1,641-8-0.	930-8-0.	2,572-0-0.	36 %
March 1925.	Rs. 1,762-6-0.	1,372-3-0.	3,134-9-0.	44 %
April "	Rs. 1,551-15-0.	874-6-0.	2,426-5-0.	36 %
M A Y "	Rs. 1,681-10-0.	1,480-4-0.	3,161-14-0.	47 %
AVERAGE -	...	...	...	40 %

Bangalore,
Dated the 14th July 1925.

Superintendent,
Government Printing.

D.V.S.

App. VI G1.]

SUBJECT.....

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Section P & S

File No. 7-25

Serial No. 2

Diary No. of letter replied to .....

No. G 1528

To The Supdt. Govt. Printing

General and Revenue Secretariat

( )

the *192*

Sir,

Date of issue 4/9/25

With refce to your letter No: 170 dated 14.7.1925 regarding the increasing of the hour workers account men in the Govt. Press, I am directed to enquire whether, according to your proposal for the increase of the hour workers account men, there will be any correspondence reduction in the number of piece workers so as to avoid

Signed by Mr. M.V.J

List of enclosures.....

Copied by .....

Examined by .....

over

16772

Gm 1598

No. 1241. Fine one.

OFFICE OF THE SUPERINTENDENT,
GOVERNMENT PRINTING,

Bangalore, dated...17th..October 1925.

PLS 7-25-3

FROM

B. PUTTAIYA, ESQ., B.A.,
Superintendent, Government Printing,
Bangalore.

G Tan
17 Oct 1925

P. G. D'SOUZA, ESQ., B.A., B. L.,
Chief Secretary to the Government of Mysore,
BANGALORE.

...

SIR,

With reference to your letter No: G. 1528/P & S. 7-25-2, dated the 4th September 1925, enquiring whether, in connection with the proposal for the increase of the hour account workers, there will be any corresponding reduction in the number of piece-workers, so as to avoid extra cost, I have the honour to state that as the number of piece-workers in the Government Press is not fixed but fluctuates from time to time, it will not be possible to reduce the number of piece-workers in the sense of sending away as many piece-workers as are now proposed to be placed on hour account. Nor does this seem necessary for purposes of avoiding extra cost. As it is, the men who are proposed to be placed on hour account are at present piece-workers and are earning more wages than they would do if they are appointed Hour Account men as shown in the enclosed statement. Their appointment will therefore result in the corresponding reduction of piece-workers and also a total saving of Rs. 71/14/1. The financial effect of the proposals will be an appreciable savings to Government. I submit herewith a statement showing the average earnings per month of 25 senior compositors, of the machinemen and ballers, of the six first grade machines and of six senior binders who have all been selected according to their effeciency and merit, on the piece-work basis and the average amount that may be earned by them if they are placed on hour account. It will be seen from

it that there will be a savings of Rs 35-8-5 in respect of the compositors, of Rs 29-11-4 in respect of printers and of Rs 6-10-4 in respect of the binders, giving an aggregate savings of Rs 71-14-1 per mensem in respect of the three branches.

I find that there are now only about 13 compositors who have put in the required service of 15 years and over to be eligible for hour account. I shall appoint these compositors immediately on Hour Account and keep the other places vacant to be filled up only when the efficient men next in order of seniority complete the prescribed service.

I request that Government may kindly accord early sanction to my proposals, viz,, to strengthen the Hour Account Section of the Government Press with 25 compositors, 6 machine men and ballers and six binders.

I have the honour to be,

S i r,

Your most obedient servant,

R Rutnaiya

Superintendent.

K.G.S.

Comparative Statement showing the average earnings on piece-work and hour account of 25 senior Compositors, 6 senior Machinemen and 12 ballers and 6 senior binders.

@@@@@@@@@@@@@@@@

No:	Description of workers.	Average earnings per month on piece-work.	Average earnings per month if placed on hour acct.	Increase.	Decrease.	x
1.	Compositors(25)	677-11-5	642-3-0	-	35-8-5	
2.	Machinemen(6) and Ballers(12)	254-11-4	225-0-0	-	29-11-4	
3.	Binders (6)	147-4-4	140-10-0	-	6-10-4	
	Total ...	1079-11-1	1007-13-0	-	71-14-1.	

x Financial result :- Savings of Rs. 71-14-1 per mensem or Rs. 862-9-0 per annum.

@@@@@@@@@@@@@@@@

Bangalore,
Dated the 16th Oct. '25.

Superintendent,
Govt. Printing in Mysore.

K.G.S.

G.R.S. VI G 34] 3 13/11

SUBJECT.....

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Diary No. of letter replied to..... .....

Section Pts

File No. 7-25

Serial No. 4

General and Revenue Secretariat

( )

, *the* 192 .

Proceedings of the Government of His Highness the Maharaja of Mysore

Date of issue.... 19-11-25

Signed by Mr. M.V.J

M.V. Item no 3)

Read—

G.O. No. 1989-93/C.B 196-20-11 dy 6-10-1921 Sanctioning among other recommendations of the Committee appointed to enquire into the internal administration of the Govt Press, the constitution of an hour account branch of 20 men selected from among the most experienced and senior compositors and giving discretion to the Superintendent, Govt Pts to increase the number to 25

Order Thereon—

May this be

i Printed ? ✓

ii treated as a standing order ? ✓

iii published in the Gazette, English Part ? ✗

iv translated ? ✗

v placed at the disposal of the press ? ✗

vi published in the Gazette, Kannada Part ? ✗

May

as occasion arises.

2). Correspondence ending with letter No 1241 dated 17-10-1925 from the Supdt, Govt Ptg requesting sanction to increase the existing number of hour account-men from 25 to 50 and to extend the hour account-system of wages to the Machine and Binding Branches so that 25 more Compositors, 6 machinemen and 6 binders of 15 years' service or more may be placed on hourly wages to cope with the increased volume of work.

C. No 93602-3 Dy 19.11.25

The Supdt Govt printing has reported that the existing number of hour account-men viz 25 is insufficient to get all hour account-work executed and that it has become necessary sometimes to put the piecework men

List of enclosures.

Copied by

Examined by

WD 1853—GPB—1,000,00—21-12-21

G. R. S. G/33]

GENERAL AND REVENUE SECRETARIAT.

(*Continuation sheet draft form.*)

men to do their own work and that this arrangement had resulted in poor work and increased expense. Govt agree with the ~~opinion of the~~ Supdt Govt Ptg, that the class of work done in hours wages being of a superior kind should be restricted to experienced men and are accordingly pleased to sanction ~~this~~ his proposal which involve no extra cost to Govt.

Chief Secy's Office
The 14/11

To
The Supdt, Govt Ptg
The Comptroller
Copy to Fin Secy

Ex Hu

Proceedings of the Government of His Highness the Maharaja of Mysore.

Read:-

Government Order No.1989-93/C.B.196-20-11 dated 6th October 1921 sanctioning among other recommendations of the Committee appointed to enquire into the internal administration of the Government Press, the constitution of an hour account branch of 20 men selected from among the most experienced and senior compositors and giving discretion to the Superintendent, Government Printing, to increase the number to 25 as occasion arises.

2. Correspondence ending with letter No.1241 dated 17th October 1925 from the Superintendent, Government Printing, requesting sanction to increase the existing number of hour account men from 25 to 50 and to extend the hour account system of wages to the Machine and Binding Branches so that 25 more compositors, 6 machinemen and 6 binders of 15 years' service or more may be placed on hourly wages to cope with the increased volume of work.

Order No. G 3602-3/P 57-25-4

Dated Bangalore, the 19th November 1925.

The Superintendent, Government Printing, has reported that the existing number of hour account men viz 25 is insufficient to get all hour account work executed and that it has become necessary sometimes to put the piece work men to do hour account work and that this arrangement has resulted in poor work and increased expense. Government agree with the Superintendent Government Printing, that the class of work done on hourly wages being of a superior kind should be restricted to experienced men and are accordingly pleased to sanction his proposals which

P.T.O.

involve no extra cost to Government.

for Chief Secretary to Government.

To

The Superintendent, Government Printing.

Comptroller to Government.

B.K.M.2

§ 0

Government of His Highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS.

G. O. No. G. 3602-3—P. & S. 7-25-4, dated 19th November 1925.

Hour Account System.

Sanctions the proposals of the Superintendent, Government Printing, to increase the existing number of hour account men and to extend the —·— of wages to the Machine and Binding Branches.

READ—

Government Order No. 1989-93—C. B. 196-20-11, dated 6th October 1921, sanctioning among other recommendations of the Committee appointed to enquire into the internal administration of the Government Press, the constitution of an hour account branch of 20 men selected from among the most experienced and senior compositors and giving discretion to the Superintendent, Government Printing, to increase the number to 25 as occasion arises.

2. Correspondence ending with letter No. 1241, dated 17th October 1925, from the Superintendent, Government Printing, requesting sanction to increase the existing number of hour account men from 25 to 50 and to extend the hour account system of wages to the Machine and Binding Branches so that 25 more compositors, 6 machinemen and 6 binders of 15 years' service or more may be placed on hourly wages to cope with the increased volume of work.

ORDER NO. G. 3602-3—P. & S. 7-25-4, DATED 19TH NOVEMBER 1925.

The Superintendent, Government Printing, has reported that the existing number of hour account men, *viz.*, 25 is insufficient to get all hour account work executed and that it has become necessary sometime to put the piecework men to do hour account work and that this arrangement has resulted in poor work and increased expense. Government agree with the Superintendent, Government Printing, that the class of work done on hourly wages being of a superior kind should be restricted to experienced men and are accordingly pleased to sanction his proposals which involve no extra cost to Government.

P. G. D'SOUZA,
Chief Secretary to Government.

To—The Superintendent, Government Printing.
The Comptroller to Government.

Exd.—P. S. R. N.

W D 1023—GPB—430—23-11 25.